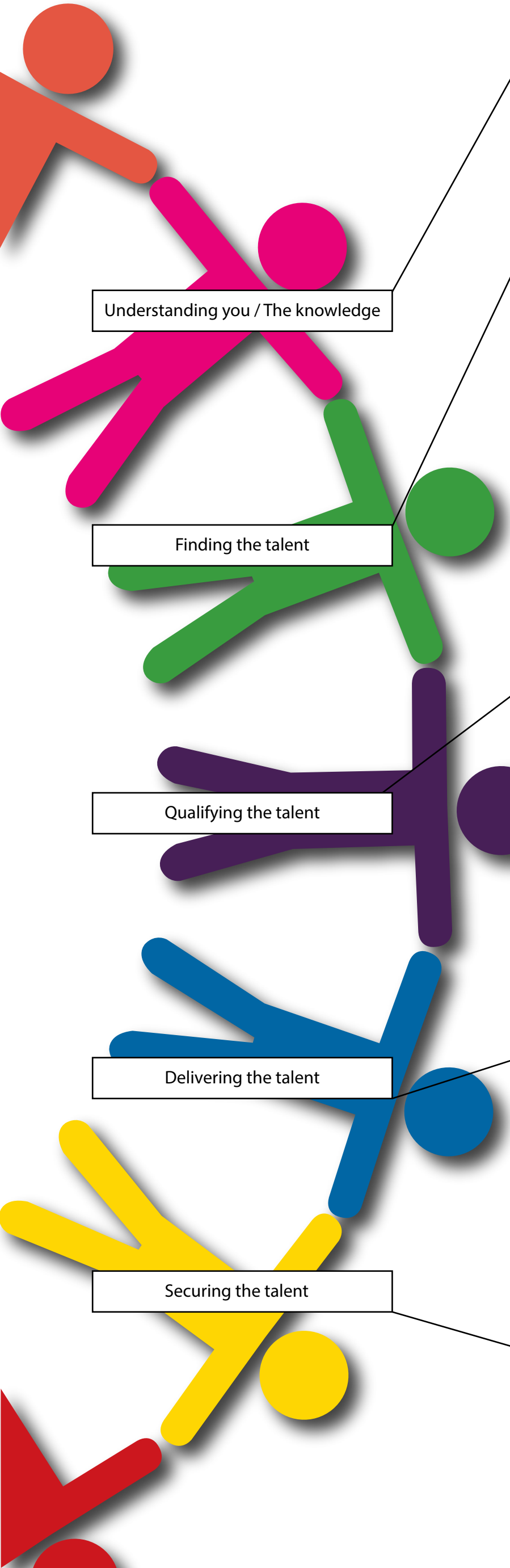


Bagnall Hopkins' Service



Understanding you / The knowledge

- We only recruit for clients in Huddersfield, Halifax and Wakefield and specialise in finding office and accountancy talent for SME's
- We know the marketplace better than anyone. Once we know you, we can use our 50+ years combined experience to get you what you need and you can get back to business

Finding the talent

- We know our specialist market, it's all we do everyday. If we can't find them, they don't exist
- Networking- we're always speaking with candidates, both past and present to ensure we have the best pool of talent
- Advertising- utilising various websites, we know what works best when sourcing office and accountancy staff in the area
- Referrals- 20% of our candidates come from the hard work we put in to building lasting relationships
- Searching- our dedicated team of resourcers spend up to 7 hours a day searching job sites and social media, ensuring we have the best pool of talent for our clients

Qualifying the talent

- We know what makes a good candidate. We talk to people all day, every day and because we're specialised we have a proven set of golden questions to get the best short list for you
- On average, we receive 100 responses to every advert we place. Our resourcers spend time speaking with these candidates to provide the best short list for you, our clients
- We love dotting the i's and crossing the t's. We employ a dedicated person who loves compliance and ensures everything is as it should be. This means it's one less thing for you to worry about
- We meet all of our candidates and conduct the first stage interview, ensuring by the time you meet them we've thoroughly assessed their suitability

Delivering the talent

- All candidates are thoroughly briefed regarding your business, the culture and position. We ensure they are aligned with their values and aspirations. Reducing the chance of candidates dropping out of the process
- We work with you to make sure you have a deeper understanding of each candidate prior to meeting them, a faceless CV does not give you the whole picture
- Where necessary we can assist you with any interview questions, techniques and physically attend interviews

Securing the talent

- We will handle all offers on your behalf, working in partnership to establish a positive outcome
- We remain in constant contact throughout notice periods, working through any counter offers and queries that may arise
- Once the candidate starts we are always there to make the first few months run smoothly